EDUCATION & TRAINING • FIRE INVESTIGATIONS • EMERGENCY SERVICES • CODES & STANDARDS • ADMINISTRATION

OFFICE *of the* FIRE COMMISSIONER

2000/2001 ANNUAL REPORT

Manitoba
Labour and
Immigration

LETTER FROM THE MINISTER

Minister of Labour and Immigration

Legislative Building
Winnipeg, Manitoba, CANADA
R3C 0V8

The Honourable Peter Liba
Lieutenant Governor of Manitoba
Room 253 Legislative Building
Winnipeg MB R3C 0V8

May it Please Your Honour:

I have the privilege of presenting the fifth Annual Report of the Office of the Fire Commissioner for the fiscal year ended March 31, 2001.

Yours truly,

Becky Barrett

BECKY BARRETT
Minister

LETTER FROM THE DEPUTY MINISTER

Manitoba

Deputy Minister of Labour and Immigration

Winnipeg, Manitoba, CANADA
R3C 0V8

The Honourable Becky Barrett
Minister of Labour
Room 156 Legislative Building
Winnipeg MB R3C 0V8

Dear Minister:

I am pleased to submit for your consideration the fifth Annual Report of the Office of the Fire Commissioner for the year ended March 31, 2001.

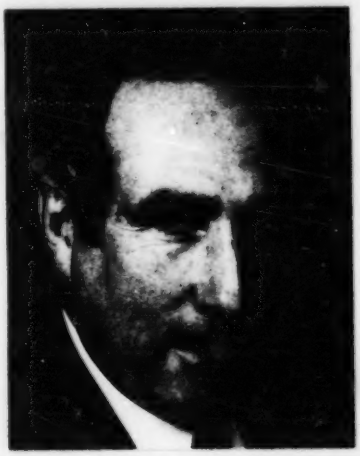
While we are disappointed with the small loss incurred by the Office this year, it is modest in light of last year's weakness in permit revenues and rising salary costs.

The Board and Management are committed to meeting the important organizational mission of safeguarding both persons and property through education, investigations, emergency response and code application.

Yours truly,

Tom Farrell

Deputy Minister and Chairperson of the OFC SOA Advisory Board



Manitoba

Labour and Immigration

Office of the
Fire Commissioner

Room 508
Norquay Building
401 York Avenue
Winnipeg MB R3C 0P8
CANADA

(204) 945-3322

Tom Farrell
Deputy Minister of Labour
Room 160 Legislative Building
Winnipeg MB R3C 0V8

Dear Chairperson:

I am pleased to submit for your review the fifth Annual Report of the Office of the Fire Commissioner for the year ended March 31, 2001.

HIGHLIGHTS OF THE YEAR:

tuition and contract revenues increased 48 per cent primarily as a result of increased pre-employment enrollment and emergency medical training revenues;
non-levy revenues represent 43 per cent of revenues, up from 21 per cent in the first year as a SOA (Special Operating Agency), allowing the Office to reduce its reliance on the insurance levy;
training was provided to over 3,000 students;
during the year, our Codes and Standards section inspected well over 3,000 buildings under construction, more than double levels of two years ago;
fire investigators investigated over 400 fires in 1999;
the Office participated in nine emergency responses and nine search and rescues.

The ability of the Office to continue providing these services in the future is dependent upon a resumption in the historical growth of levy revenues and the continuation of strong permit revenue. Levy revenues grew for the first time in the past five years. Unfortunately this was more than offset by a large decline in the value of building permits.

Yours truly,

Doug Popowich
Fire Commissioner

COMM

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EMERGENCY
MEDICAL RESPONSE
28

Special Operating Agency Advisory Board

The role of the Advisory Board is to provide advice on the Office's strategic operations and on changes to its mandate, structure, business practices and finances. The Advisory Board reviews and comments on the Office's proposed business plans, quarterly and annual reports.

The Advisory Board consists of the following individuals:

CHAIR

Tom Farrell
Ex Officio
Deputy Minister
Manitoba Labour

MEMBERS

Kevin Briscoe
Client Representative
Halifax Insurance

Doug Dobrowolski
Association of Manitoba Municipalities
Councillor, RM of MacDonald

Rich Gregoire
Client Representative
Manitoba Association of Fire Chiefs

Dick Harvey
Agency Staff Representative
Emergency Services Officer
Office of the Fire Commissioner

Peter Hiebert
Client Representative

Doug Popowich
Ex Officio
Fire Commissioner
Office of the Fire Commissioner

Wes Shoemaker
Client Representative
Fire Chief
Winnipeg Fire Department

VEHICLE
EXTRICATION

AGENCY PROFILE

OUR MISSION

To safeguard both persons and property from fire and life safety hazards through education, investigations, emergency response and code application.

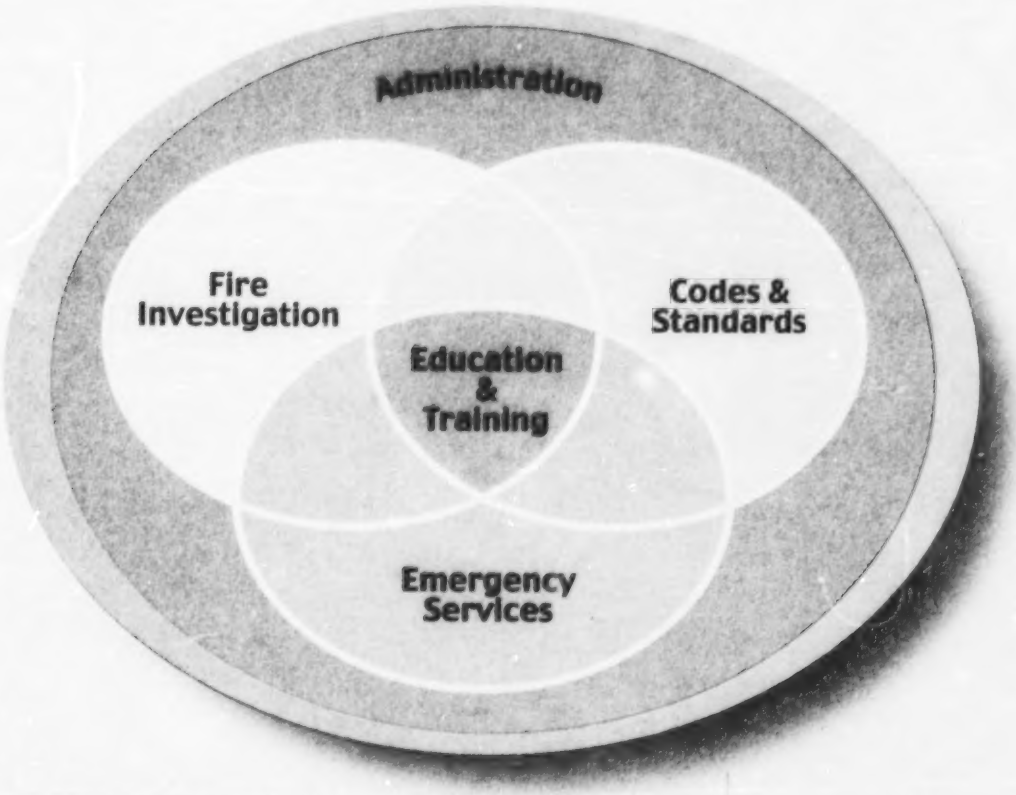
HISTORICAL PERSPECTIVE

The Fires Prevention Act was originally created in 1872 for the prevention of prairie fires and included the authority to conduct fire investigations. In 1885, the Act was amended to include fire protection of wooded lands. In 1876, the first Fire Commissioner was appointed. In 1940, the Act was separated into two parts. Part 1 dealt with the forest fires and Part 2 outlined the responsibilities of the Fire Commissioner in the area of fire prevention. Training firefighters became a responsibility in the early 1960s. Part 1 of the Act was replaced with *The Wildfires Act*.

The forerunner of the *Buildings and Mobile Homes Act* of 1974 was the *Manitoba Public Buildings Safe Egress Act* of 1877. This was followed by the *Manitoba Public Building Act* in 1884. The focus of both these Acts was safe public assembly buildings and means of egress. The proliferation of building codes and standards, within the province, caused the Manitoba Government to introduce the *Manitoba Buildings and Mobile Homes Act*. This present Act came into full force on April 1, 1977.

OUR VALUES

- We believe that people have the right to live in safe communities.
- We believe in providing the best possible programs and services to our clients.
- We believe in being responsible for our organization and in our organization being fair, effective and efficient.
- We believe in the loyalty of our staff and value their continued development.



ORGANIZATIONAL SERVICES

The Office provides a wide spectrum of mandated services and related activities. No one service area of the Office stands alone. They are all fundamentally interrelated with the Education and Training area being the unifying and defining component.

These services break down into five broad categories:

FIRE INVESTIGATIONS

Determines the origin and cause of all fires referred to the Office.

EDUCATION AND TRAINING

Provides comprehensive emergency services training by the Emergency Services College or by our community-based trainers. The Public Education unit provides services to the general public.

EMERGENCY SERVICES

Provides consulting services to municipal fire services and councils, response and co-ordination of response to emergency situations and maintenance of the province-wide Mutual Aid System and fire inspection services.

CODES AND STANDARDS

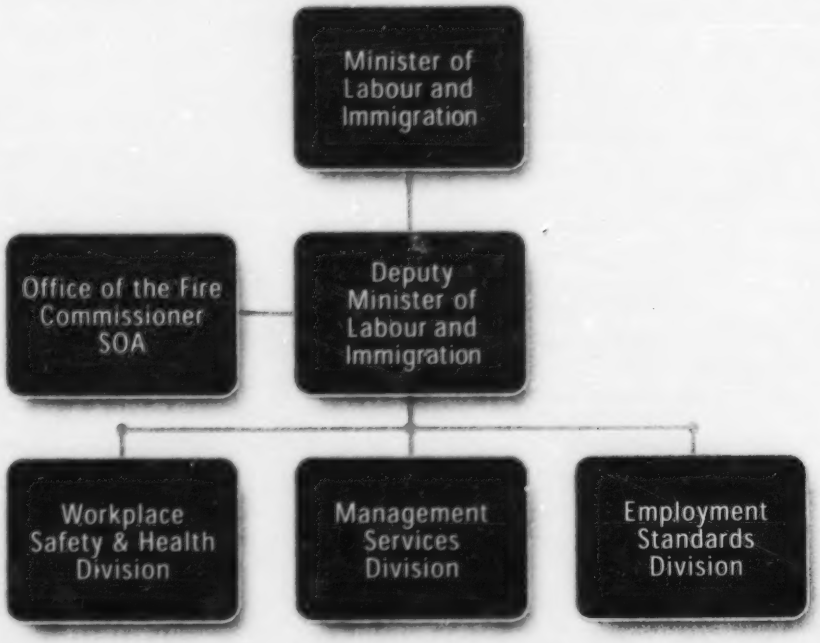
Provides building plan review, code enforcement, permits and fees, consultative services and production of the Manitoba Building, Fire and Plumbing Codes.

ADMINISTRATION

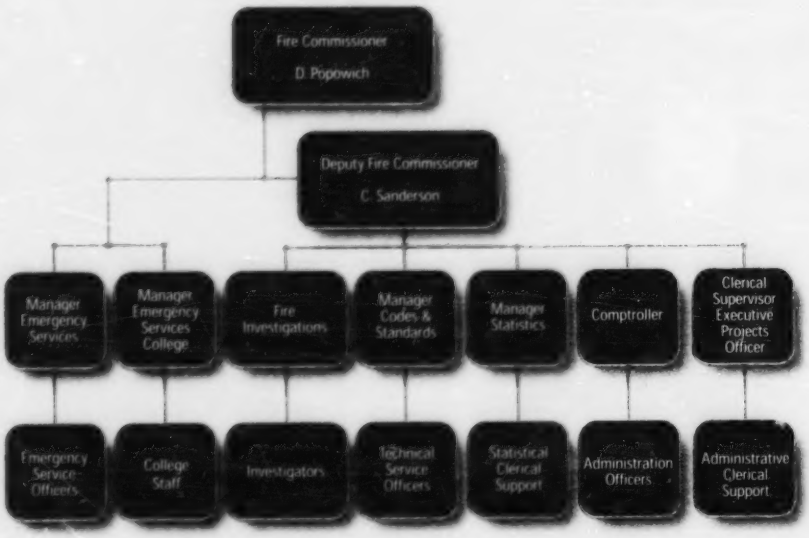
Administrative staff located in Winnipeg and Brandon provide support services which include clerical, college records management, statistical analysis, financial reporting and management direction from the Deputy Fire Commissioner.

ORGANIZATION STRUCTURE

Manitoba Labour and Immigration


Minister of Labour and Immigration
Office of the Fire Commissioner SOA
Deputy Minister of Labour and Immigration
Workplace Safety & Health Division
Management Services Division
Employment Standards Division

Office of the Fire Commissioner



The Office of the Fire Commissioner is a SOA (Special Operating Agency) contained within the Department of Labour and Immigration and reports directly to the Deputy Minister of Labour and Immigration.

The Office maintains a relatively flat organizational structure. All managers report to either the Fire Commissioner or the Deputy Fire Commissioner. Managers are responsible for managing all aspects of their assigned program area. The emergency services officers and technical service officers report to their respective managers who in turn co-ordinate the sharing of officers between programs.

The Deputy Fire Commissioner provides direct supervision to the fire investigators, codes staff and the administrative and financial operations of the branch, as well as overall authority in the absence of the Fire Commissioner. The Fire Commissioner reports to the Deputy Minister of Labour and Immigration.

The organization has offices in Beausejour; Brandon (Manitoba Emergency Services College); Thompson and Winnipeg. The Office also maintains a facility in Thompson. Five regional offices have been eliminated as part of our cost control efforts.

Fire Investigation

M121

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PROVINCIAL FIRE STATISTICS

The year 2000 shows a 17 per cent decrease in fires over 1999. Property damages are also down slightly by $2.4 Million (three per cent). The number of fatalities and injuries declined by 3 and 35 respectively.

Number of Fires in Manitoba:

	2000	1999	1998	1997
Manitoba	[illegible]	480	456	439

Cost of Fires in Manitoba:

	2000	1999	1998	1997
Manitoba	$60.46	$63.[illegible]	$56.60	$59.[illegible]

Fires in Manitoba resulted in nearly $73.9 million in property damages in 2000. Nineteen major loss fires (damages over $500,000) accounted for over $25.8 million (35 per cent) in property losses. Five of these major loss fires occurred in various types of barns and resulted in over $5.4 million in property damages.

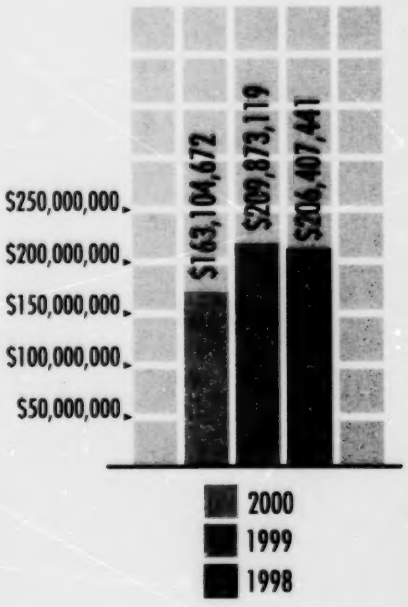
	2000	1999	1998	1997
Manitoba	16.54	20.01	21.39	21.88

	2000	1999	1998	1997
Manitoba	[illegible]	[illegible]	1.66	2.10

During 2000, 28 people (24 adults and four children) perished as a result of fires in Manitoba. Seventy-five percent (75 per cent) of these fatalities occurred in the home.

While the cost of fires in terms of injury, death and property loss is high, it must be compared to the costs saved in lives and property as a result of the efforts of the Manitoba Fire Service. During 2000, $163 million in property was saved as a result of the containment and suppression of fires. In addition, the Manitoba Fire Service reported assisting in the evacuation of 311 persons from burning structures.

Value of Property Saved



PROVINCIAL FIRE STATISTICS

The year 2000 shows a 17 per cent decrease in fires over 1999. Property damages are also down slightly by $2.4 Million (three per cent). The number of fatalities and injuries declined by 3 and 35 respectively.

Number of Fires in Manitoba:

Number of Fires per 100,000 population

	2000	1999	1998	1997
Manitoba	387	480	456	439

Cost of Fires in Manitoba:

Property Loss Per Capita

	2000	1999	1998	1997
Manitoba	$60.46	$63.76	$56.60	$59.57

Fires in Manitoba resulted in nearly $73.9 million in property damages in 2000. Nineteen major loss fires (damages over $500,000) accounted for over $25.8 million (35 per cent) in property losses. Five of these major loss fires occurred in various types of barns and resulted in over $5.4 million in property damages.

Injury Rate Per 100,000 Population

	2000	1999	1998	1997
Manitoba	16.54	20.01	21.59	21.88

Death Rate Per 100,000 population

	2000	1999	1998	1997
Manitoba	2.29	2.62	1.66	2.10

During 2000, 28 people (24 adults and four children) perished as a result of fires in Manitoba. Seventy-five percent (75 per cent) of these fatalities occurred in the home.

While the cost of fires in terms of injury, death and property loss is high, it must be compared to the costs saved in lives and property as a result of the efforts of the Manitoba Fire Service. During 2000, $163 million in property was saved as a result of the containment and suppression of fires. In addition, the Manitoba Fire Service reported assisting in the evacuation of 311 persons from burning structures.

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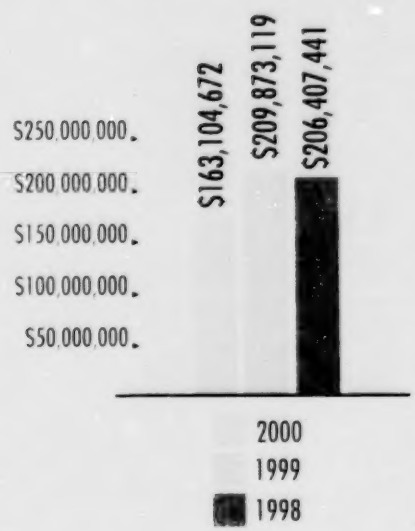
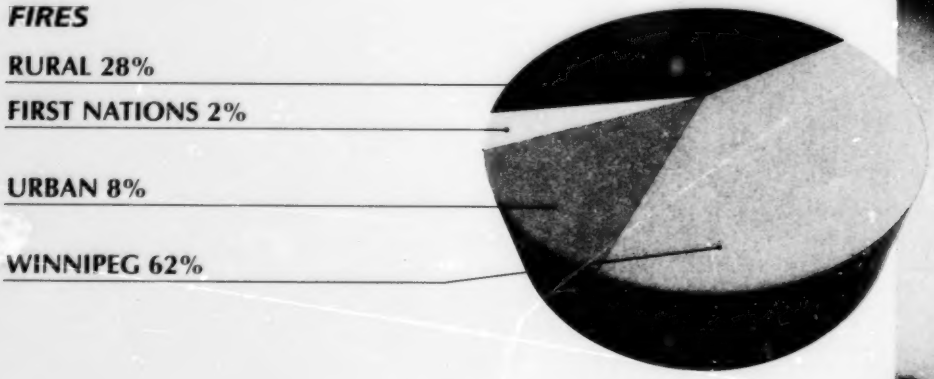


Location of Fires in Manitoba

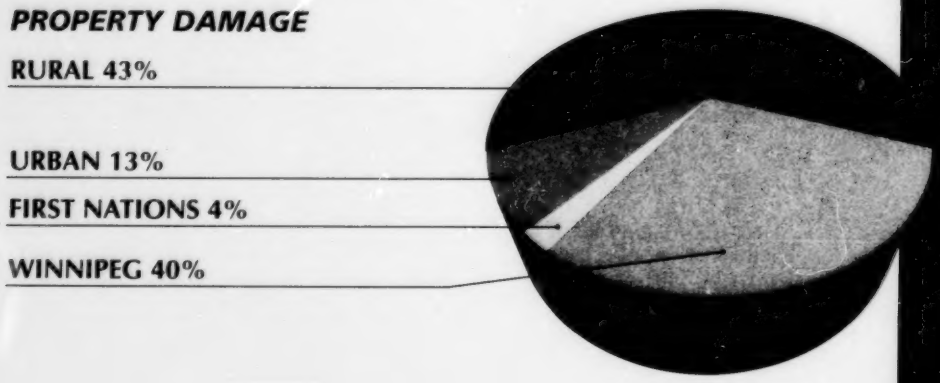
	2000	1999	1998
Manitoba	1,768	2,036	1,771
Winnipeg	2,964	3,656	3,900

In 2000, 1,214 or 41 per cent of Winnipeg's fires involved outdoor property – primarily rubbish and grass fires. Of these outdoor property fires, in Winnipeg, 648 were intentionally set or of a suspicious nature.

FIRES



PROPERTY DAMAGE



In 2000, there were 4,732 fires which caused $73,858,094 in damages. The table below depicts the percent of fires and damages by three major causes: accidental, arson and suspicious, or where the cause was not determined.

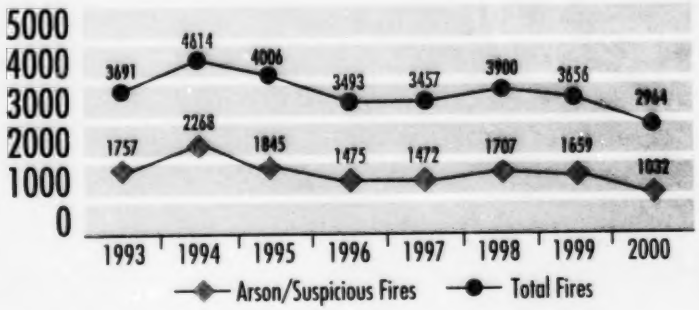
	Fires	Property Damage
Accidental	53%	55%
Incendiary/Suspicious	28%	19%
Undetermined	19%	26%

	2000	1999	1998	1997
Manitoba	826	1,553	1,686	1,582

During the year, 85% of Manitoba's arson and suspicious fires occurred within the City of Winnipeg. This percentage may seem high, however, the actual number of fires depicts a marked improvement since the creation of the Arson Strike Force in October of 1999 as well as the City's ongoing commitment to the Youth Fire Stop Program. The number of arson and suspicious fires in the City are down by 38% over 1999.

While Winnipeg accounts for a disproportionate share of the actual fires in Manitoba it only accounts for 40% of the actual property damage. The largest dollar value of property loss in rural Manitoba in 2000 relates to farm facilities. There are two predominate factors influencing these losses. One is increased emergency response time due to the geographic distances travelled by emergency responders. The other is the fact that farm buildings in Manitoba are not mandated to comply to the standard as set out in the National Farm Building Code. With the increase in hog and other large farm operations, farm buildings are getting larger as are the subsequent losses.

Winnipeg Arson/Suspicious Fires



In 2000, there were 4,732 fires which caused $73,858,094 in damages. The table below depicts the percent of fires and damages by three major causes: accidental, arson and suspicious, or where the cause was not determined.

Causes of Fires

	Fires	Property Damage
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Incendiary/Suspicious	28%	19%
Undertermined	19%	26%

Arson Fires

	2000	1999	1998	1997
Manitoba	826	1,553	1,686	1,582

During the year, 85% of Manitoba's arson and suspicious fires occurred within the City of Winnipeg. This percentage may seem high, however, the actual number of fires depicts a marked improvement since the creation of the Arson Strike Force in October of 1999 as well as the City's ongoing commitment to the Youth Fire Stop Program. The number of arson and suspicious fires in the City are down by 38% over 1999.

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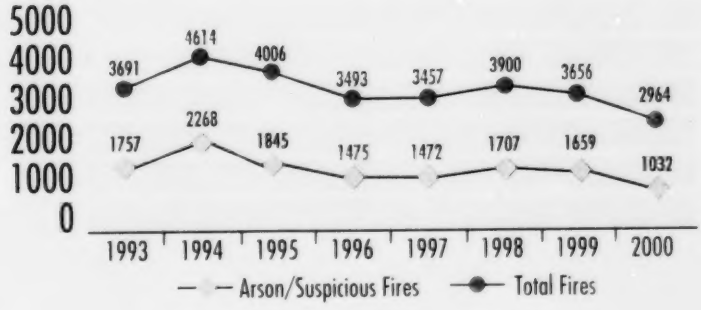
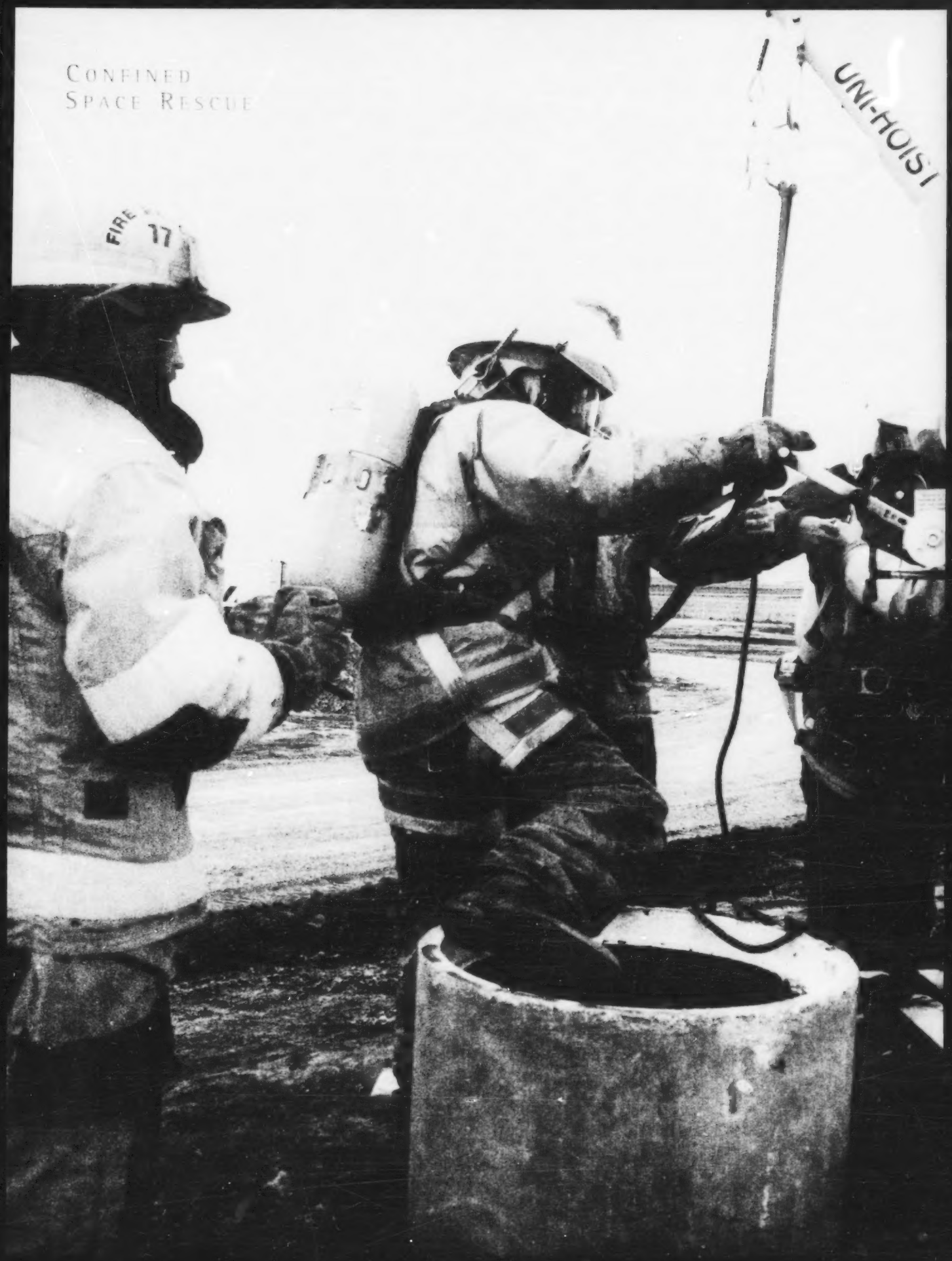
Winnipeg Arson/Suspicious Fires




CONFINED
SPACE RESCUE
FIRE 17
UNI-HOIST

Key Continuous Improvement Objectives

3.1
To continue to build on our multi-year marketing plan.

Tuition and contract revenue increased $163,000 (20 per cent) over 1999/2000. Annual revenues totaled $951,000 versus $788,000 in 1999/2000. In comparison, during our first year as an SOA (1997), annual revenues totaled $165,000. The largest increases relate to the pre-employment program and medical training which account for 73 per cent of the tuition and contract revenues. Other major sources of tuition revenues include building code, fire officer, aircraft crash and rescue and hazardous materials training. Our primary customer for training, the Manitoba Fire Service, continues to receive training at no charge. While the Office seeks to maximize tuition and contract revenues, we are constrained by our requirement to first meet the needs of the Manitoba Fire Service.

3.2
To redefine and redirect the role of emergency services officers and technical service officers into areas of prevention activities.

Fire service in North America has traditionally been re-active. That is to say that it responds to emergency situations as they arise with less emphasis on prevention.

The Office wants to help ensure that the Manitoba Fire Service places an emphasis on prevention and education in an effort to minimize the number of life and property threatening incidents that occur.

To this end, the Office has developed a Five-Step Action Plan for the municipal fire service to develop:

- a public education program;
- a fire prevention program;
- an incident management system;
- standard operating guidelines; and
- a training plan.

The Office will work with Manitoba's fire departments to help implement the program. As part of our performance measures, the Office will report the extent to which these objectives have been met. In future years we hope to see property losses, injuries and deaths decline.

3.3
To continue to increase the number of internationally accredited programs offered by the Manitoba Emergency Services College.

The National Fire Protection Association (NFPA) sets standards which must be met before a course is accredited. The International Fire Service Accreditation Congress (IFSAC), based on its evaluation process, provides accreditation of courses which meet the established standards.

To date 19 Manitoba Emergency Service College courses have been accredited.

3.4
To continue to consolidate and institutionalize the relationship between our SOA and the need for training partnerships with the City of Winnipeg Fire Department.

The City of Winnipeg traditionally has hired untrained recruits and provided free training, paying the recruits a salary during the training period. The City of Winnipeg Fire Department has formally committed to hiring new recruits that have graduated from a recognized college with a Level II firefighting certificate. Under this arrangement, recruits pay for their education and then seek employment upon graduation.

3.5
To continue to implement and monitor the Human Resource Development Plan and budget the associated training dollars tied to it.

Managers reviewed the work requirements of a variety of job classes and determined the skills required to meet those work requirements. Self-assessment documents were developed for staff to assess what set of skills they needed to perform their duties and what they saw as their level of skill. This provided staff with the opportunity to communicate where they perceived a gap between actual and required skills. Upon completion of the assessments, staff and managers began meeting in an effort to come to a common agreement as to areas requiring development and preparing a training plan to address staff development needs. Concurrent to this, the Office is participating in a Department of Labour and Immigration staff development initiative which may augment our process.

Funds are budgeted each year for professional development to allow staff to receive required training.

3.6
To maintain a $4.0 million balance in the Fire Prevention Fund.

To date, this goal has been achieved. The ability to continue to meet this goal depends on the Office's ability to operate with a balanced budget. The Office incurred a loss in the year ended March 31, 2001. Based on factors discussed in our business plan, without an increase in the Fires Prevention Fund Levy, the Office does not expect to be able to meet this goal in future years.

3.7
To examine the current Fire Prevention Levy rate in relation to the cost of services to traditional clients and to bring forward recommendations on the fund levy and applicable rate.

The Manitoba Fires Prevention Act allows for a charge, not to exceed two per cent, on the value of premiums and assessments for property insurance. The levy was reduced gradually to the current rate of 1.25 per cent from 2 per cent over a period of three years. Setting the rate has been a challenge in the past as the Office could not produce the financial information required to determine the cost of providing the current level of services to Manitoba's municipalities and unincorporated districts.

The decision to reduce the levy rate to 1.25 per cent was based on inadequate information and forecasting. The positive cash position of the Fires Prevention Fund masked the fact that at a levy rate of 1.25 per cent, the Fund would become depleted. Since becoming an SOA, cost cutting and revenue enhancing activities have reduced losses and resulted in a stabilization of the Fund.

It is also now clear that a rate of 1.25 per cent will not support the current level of service, let alone the expanded services outlined in our most recent business plan. A further factor that will have a bearing on the rate is the need for emergency response training in First Nation communities. The Office has not traditionally provided support to these communities. In the event that we proceed to provide these services to First Nations, increased resources will be required.

3.8
To eliminate the accumulated deficit via future operating surpluses.

The goal at present is unattainable in the absence of increased revenues. This year, permit revenues are down significantly from previous record highs. In addition, competition in the insurance industry resulted in flat levy revenues for several years. While levy revenues increased five per cent this year, it is too early to predict if we will see sustained growth in this revenue source. Many staff in our organization received significant salary increases beyond those received by the civil service as a whole. In addition, our business plan calls for an expansion of services that will increase operating costs. These factors make achieving the goal of eliminating the deficit unachievable for the foreseeable future in the absence of a levy rate increase.

3.9
To continue to upgrade and implement the information technology plan to meet our projected goals and objectives.

The Office has implemented all planned major information technology projects, including student records management software, point-of-sale system, codes and standards database, new fire statistic software and various financial modules.

No further major technology changes are planned at this time.

3.10
To add related emergency services programs to the Emergency Services College to enhance its position as the primary emergency services training facility in Manitoba.

This goal will be achieved when the emergency medical response training is officially transferred from the Department of Health to the College. Consolidating training previously done by the Department of Health, with the training done by the Office will result in synergies and cost savings.

The Office developed an Aircraft Crash and Rescue Program and Confined Space Rescue program. In addition, a certified Building Inspector Program received approval from the Association of Manitoba Municipalities, and is now being offered at the College.

3.11

To develop partnerships with post secondary educational institutions with a view to developing a degree program in emergency services management and/or a building inspector technology program.

Our Office has commenced discussions with the University of Brandon on the development of a degree program in Emergency Services Management. A partnership agreement was signed with the University of Brandon to create an Applied Disaster Management and Emergency Studies program.

The Office, in conjunction with the Association of Manitoba Municipalities and the Manitoba Building Officials Association, has developed a certified educational program for building officials, which will be taught by the Manitoba Emergency Services College. The three-level program is designed to ensure that individuals have the opportunity to receive sound training needed to fulfil their responsibilities.

3.12

To continue to improve arson conviction rates by creating a close working relationship between the Office, Manitoba Fire Service, the insurance industry and police agencies.

This process is ongoing. The Office endeavours to provide the support needed to allow the laying of criminal charges in arson cases and to ensure conviction.

The Office has worked with Crime Stoppers to develop arson awareness brochures, posters and television ads that emphasise arson is a crime that has a cost for all Manitobans. The television ads ask viewers to call in tips related to specific fires intentionally set.

Co-operative efforts of police, the Winnipeg Fire Department and our Office have led to several arrests related to a rash of much discussed arsons in Winnipeg. The Office continues to contribute investigation services to the arson strike force.

3.13

To continue to administer the municipal action plan which prepares municipalities to administer and enforce the Manitoba Building Code in their respective jurisdictions in the areas for which they are responsible.

Municipalities are responsible for the enforcement of Part 9 of the Manitoba Building Code. To assist in this transition the Office has, in conjunction with the Association of Manitoba Municipalities, developed a model by-law which can be adopted by municipalities. In addition as discussed in 3.15, a certified educational program was developed for building officials to ensure municipalities can access education programs for their building officials. Over 30 municipalities have contracted our Office to provide Part 9 building inspection services.

3.14

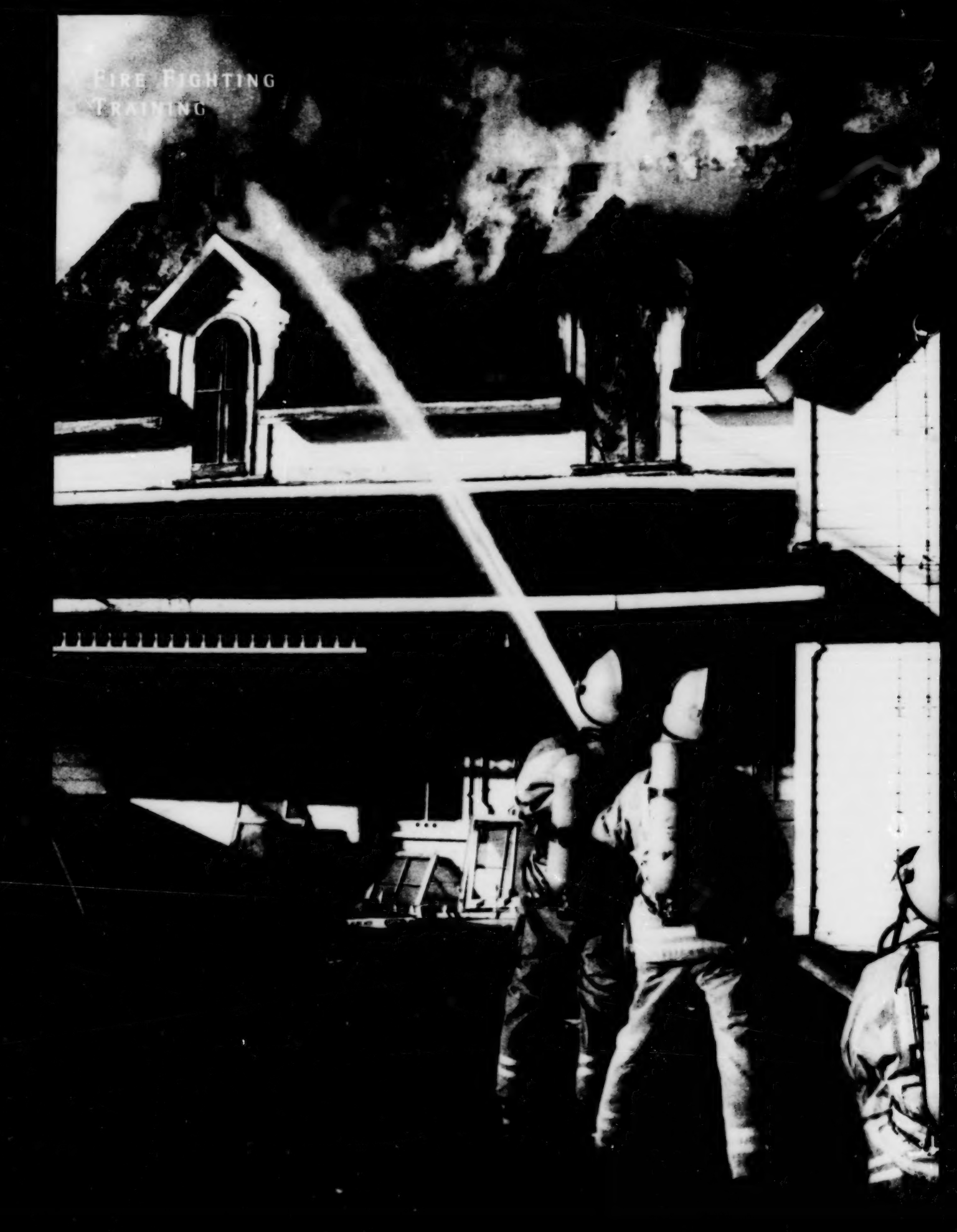
To continue to expand the performance measurement system to include customer satisfaction surveys.

The Manitoba Emergency Services College conducts ongoing customer satisfaction surveys. Course evaluations are also done after every course and reviewed by the College manager.

3.15

To develop a certified program for building officials.

The Manitoba Emergency Services College has developed a three-level building inspector certificate program. The program will be designed to help ensure public safety through increased competency among Manitoba's building inspectors.


FIRE FIGHTING
TRAINING

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Tel.: (416) 362-5211
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Fax: (416) 362-6161
Email: info@micromedia.on.ca

Performance Measures

Fire investigations are conducted by municipal fire department or the Office of the Fire Commissioner staff, in co-operation with police authorities and the insurance industry. Clients call upon the services of our fire investigators under certain circumstances, such as fatalities, serious injuries, explosions, fires where cause can not be determined, structure fires where origin or cause can not be determined and any fire resulting in a major loss to the community.

The Office would like to see the number of investigations decline. This would reduce operating costs through the reduction in amounts of overtime paid to investigators. The key to achieving this goal is to continue training municipal firefighters to carry out investigations to the greatest extent possible. This would allow our investigators to deal with the most critical investigations.

The Office continues to determine the cause of a substantial percentage of fires. Unfortunately, no cross-jurisdictional comparisons are available.

The investigation work done by the Office contributes to the laying of criminal charges and conviction of criminals. No specific targets are set in these areas as the number of charges and convictions will fluctuate with the number of arson incidents. In addition, decisions made and actions taken by the police and prosecutors will influence both the number of charges and convictions. Investigation may also lead to the referral of young fire-setters to the Youth Fire Stop program.

Where arson is the cause of a fire, in addition to prosecution, there can be savings to the insurance industry through reduced payouts. Investigative work also identifies how a structure performed during a fire providing valuable evidence as to the adequacy of existing building codes. The knowledge gained is used to provide input into the standard-setting process.

	2000*	1999*	1998*
Number of Investigations conducted	430	425	379
Percentage of fires for which a cause was determined	83%	80%	77%
TARGET	75%	75%	75%
Number of charges laid	47	115	82
Number of convictions	4	10	14
Average cost per investigation	$1,230	$1,235	$1,093

*Calendar year. Charges laid and convictions are reported based on the year in which the fire occurs.

PERFORMANCE MEASURES

INVESTIGATIONS DEPARTMENT

Fire investigations are conducted by municipal fire department or the Office of the Fire Commissioner staff, in co-operation with police authorities and the insurance industry. Clients call upon the services of our fire investigators under certain circumstances, such as fatalities, serious injuries, explosions, fires where cause can not be determined, structure fires where origin or cause can not be determined and any fire resulting in a major loss to the community.

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CODES AND STANDARDS

The Office is responsible for administration of Part 3 of the Manitoba Building Code, unless authority has been delegated to the municipality. At present 27, of a possible 201 municipalities are responsible for the administration of Part 3. All municipalities are responsible for administration of Part 9 of the building code, over 30 of which have contracted the Office to issue permits and conduct building inspections on their behalf. The Codes and Standards department plays an important role in public safety. By reviewing building plans, inspecting buildings and providing consultative services to the public, the staff help ensure that buildings meet national building codes and do not present a serious threat to public safety. The goal of this section is to reduce illness, injuries, deaths and property losses arising from substandard construction. Unfortunately we can not readily quantify these public benefits. The Office has also developed a certificate program for building inspectors to help increase the quality of building inspectors in the province.

	2001	2000	1999
Number of inspections	3,265	2,368	1,532
Number of building permits issued	1,075	986	774
Percentage of municipalities who have taken over administration and enforcement of the Manitoba Building Code:			
Part 3	13%	13%	13%
Part 9	100%	100%	100%
Percentage of municipalities with bylaws in place for:			
Part 3	13%	13%	13%
Part 9	89%	89%	74%
Percentage of municipalities responsible for administration of Part 3 and Part 9 with trained qualified officers:			
Part 3	52%		
Part 9	45%		

MANITOBA EMERGENCY SERVICES COLLEGE

The College provides training in a variety of program areas including firefighting practices, fire service instructor, public safety, rescue, hazardous materials, driver/operator, institutional fire protection, fire officer, fire investigation program, building standards and fire prevention.

The large number of graduates from a variety of college courses help ensure that the province maintains a network of trained emergency response personnel available to serve the public.

EMERGENCY SERVICES

The fire service in North America has traditionally been reactive. That is to say that it responds to emergency situations as they arise with less emphasis on prevention.

The Office wants to help ensure that the Manitoba Fire Service places an emphasis on prevention and education in an effort to minimize the number of life and property threatening incidents that occur.

To this end, the Office has developed a Five-Step Action Plan for the municipal fire service. The office will work with Manitoba fire departments to help implement the program.

Training Statistics

	2001	2000	1999
Number of students trained	3,429	3,096	3,117
– number that are volunteers	3,265	N/A	N/A
– number that are paid	164	N/A	N/A
Number of students that are:			
– Manitoba residents	3,181	N/A	N/A
– number that are paid	164	N/A	N/A
Number of students taught by the:			
– provincial instructor network	1,843	N/A	N/A
– Emergency Services College	1,586	N/A	N/A

Performance Indicators

	2001	2000	1999
Number of traditional Manitoba Fire Service clients pursuing ongoing training	1,478	N/A	N/A
Number of fire and police personnel pursuing investigation training	152	N/A	N/A
Number of emergency medical personnel clients pursuing advanced emergency medical skills	155	N/A	N/A
Number of Manitoba Fire Service personnel obtaining emergency medical responder training	93	N/A	N/A
Number of other client groups pursuing ongoing training	458	N/A	N/A

	2001	2000	1999
Percentage of departments with:			
• a public education program	79%	81%	81%
• a fire prevention prgram	48%	52%	51%
• a written incident management system	39%	39%	43%
• a standard operating guidelines	53%	54%	56%
• a training plan	77%	78%	78%

Results may fluctuate as a result of fire departments reviewing current systems.

	2001	2000	1999
Number of emergency responses	18	17	7

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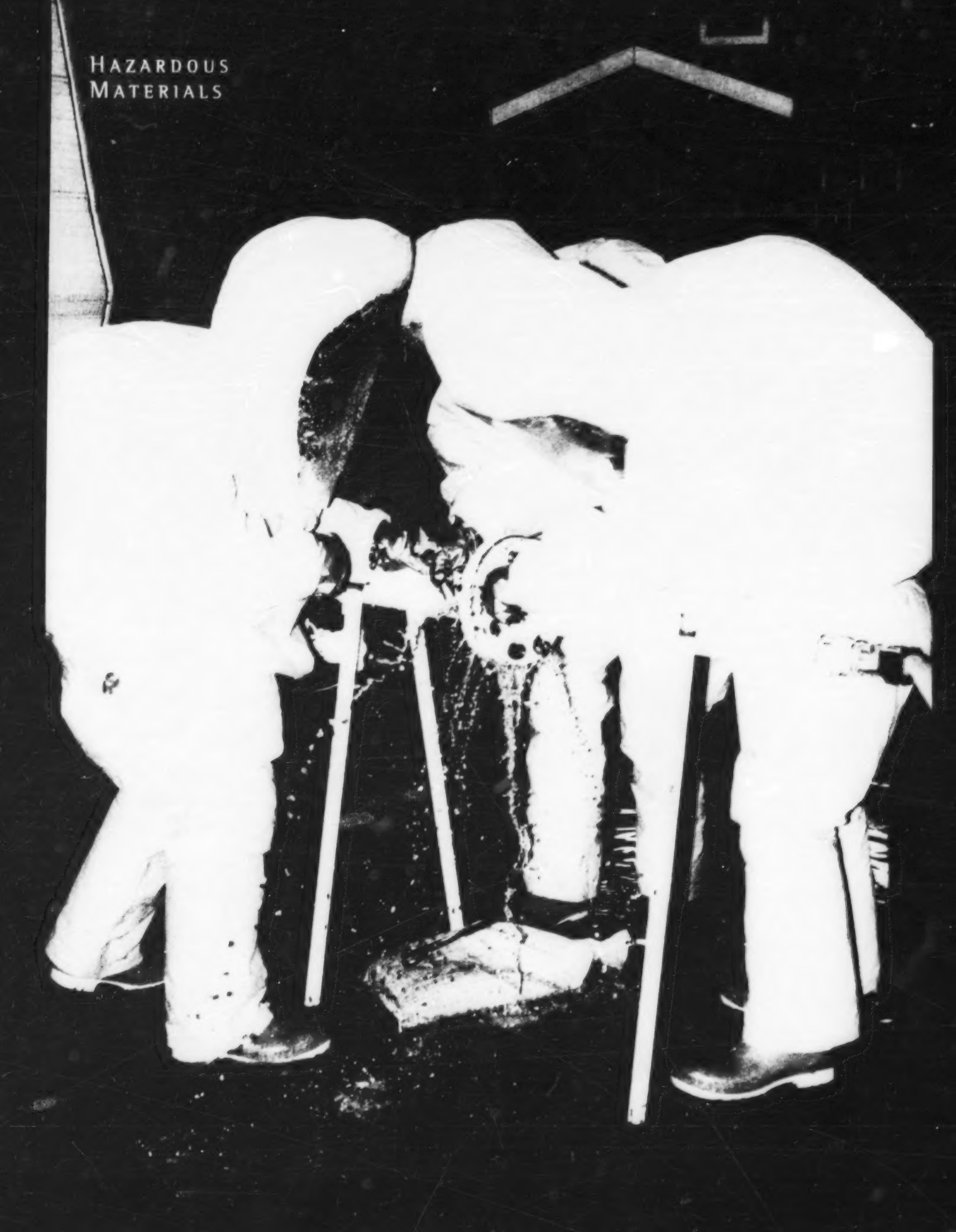
HAZARDOUS MATERIALS



Financial Discussion and Analysis

Revenues

Levy – Levy revenues for the 2000/2001 fiscal year increased five per cent after remaining at the same level for four years. Given the importance of this revenue source to the Office, its continued growth at least equal to the rate of inflation is of particular importance to the Office.

Permits - Permit revenue is $217,475 (19 per cent) below last year's level and $162,807 (15 per cent) under budget. As often noted, revenue from this source is economically cyclical and can fluctuate significantly. Budgeted permit revenues of $1,106,583 were unduly optimistic.

Tuition and contract – Tuition and contract revenue increased $153,212 (19 per cent) versus the prior year. The growth primarily reflects increased revenues from emergency medical and pre-employment training. Our primary customer for training, the Manitoba Fire Service, continues to receive training at no charge.

Inspections – Inspection revenues primarily relate to the provision of daycare inspection services on contract to the Department of Family Services in the 1999/2000 fiscal year. This was a one-time contract. The Office forgave $10,000 of their contractual obligation in the current year.

Unspecified – The Office has been directed to obtain an incremental $150,000 of revenues in the current fiscal year.

Summary – Overall Office revenues have increased $29,934, which is less then one per cent, despite improved tuition and contract revenues. Revenues slightly exceeded budget, excluding the $150,000 of budgeted "unspecified" revenue. Revenues would have been 3.5 per cent ahead of budget. The budgeted permit revenues were optimistic, had the budgeted amount been a more realistic lower amount, revenues would have been far more than 3.5 per cent ahead of budget.

Expenditures

Salaries – Salary costs have risen as a result of the general salary increase, the additional salary increases awarded to the AFC series and increased pension costs.

Amortization – The prior year's amortization costs were higher due to higher capital expenditures in the previous fiscal year.

Vehicle lease – The increases primarily reflect a kilometer charge rate increase imposed to offset higher fuel costs.

Repair & maintenance – The main cause of the decline was the Office's decision to withdraw from the Accomodation Cost Recovery System. The Office no longer uses Government Services to manage our training facility in Brandon. Emergency vehicle maintenance costs have also been lower this year.

Desktop management - The increase reflects several factors. Management fees have increased as have our number of desktops. Amortization charges allocated by Finance increased. Lastly, in the prior fiscal year the Office was undercharged for desktop rentals, the amount we were under charged last year is reflected in the current year's costs.

Grant in Lieu of Taxes – The comparative numbers do not contain tax costs associated with the practical training site.

Public Education – The large decline in costs reflects that last years costs included one time costs related to the Safe Baby Program as well as fire safety brochures.

Professional Services – The increase reflects higher contract instructor costs due to increased training activity.

Unspecified – The Office has been directed to reduce expenditures by $150,000.

Summary –. Expenditures rose 1.5 per cent over the prior year and the Office incurred a loss of $112,747 versus $58,673 in the prior year.

FIREFIGHTERS
TRAINING

MANAGEMENT'S REPORT

For the year ended March 31, 2001:

The accompanying financial statements of the Office of the Fire Commissioner are the responsibility of management and have been prepared in accordance with generally accepted accounting principles. In the management's opinion, the financial statements have been properly prepared within the reasonable limits of materiality, incorporating management's best judgement regarding all necessary estimates and all other data available up to June 15, 2001.

Management maintains internal controls to provide reasonable assurance of the reliability and accuracy of the financial information and that the assets of the Office of the Fire Commissioner are properly safeguarded.

The responsibility of the auditor is to express an opinion of whether the financial statements of the Office of the Fire Commissioner are fairly presented in accordance with generally accepted accounting principles. The auditor's report outlines the scope of the audit examination and provides the audit opinion.

On behalf of management,

DOUGLAS POPOWICH
Fire Commissioner

KEN NERO
Comptroller

FROSTIAK & LESLIE
Chartered Accountants Inc.

Larry H. Frostiak, CA, CFP, TEP Kenneth T. Leslie, CA Myles L. Pouteau, CA

CA.COM FINANCIAL GROUP™

AUDITORS' REPORT

TO THE SPECIAL OPERATING AGENCIES FINANCING AUTHORITY OFFICE OF THE FIRE COMMISSIONER

We have audited the balance sheet of the Office of the Fire Commissioner, an Agency of the Special Operating Agencies Financing Authority, Province of Manitoba as at March 31, 2001 and the statements of earnings, capital and cash flows for the year then ended. These financial statements are the responsibility of the Agency's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Agency as at March 31, 2001 and the results of its operations and its cash flows for the year then ended in accordance with generally accepted accounting principles.

The budget information contained in these financial statements is provided as additional information and has not been compiled or examined by us. Accordingly, we do not express an opinion or any form of assurance on them. The summaries of significant assumptions and accounting policies for presentation of prospective financial statements have not been included in these financial statements. If the omitted summaries were included in the budgeted information, they might influence the users' conclusions about the Agency's budgeted information. Accordingly, the budgeted information is not designed for those who are not informed about such matters.

Winnipeg, Manitoba
June 21, 2001

Frostiak + Leslie
Chartered Accountants Inc.

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OFFICE OF THE FIRE COMMISSIONER

An Agency of the Special Operating Agencies Financing Authority
Province of Manitoba
BALANCE SHEET

As at March 31, 2001, with comparative figures for 2000

	2001	2000
ASSETS		
Current assets		
Cash	$ 86,850	$ 30,745
Short term investments (Note 3)	5,367,988	2,780,030
Accounts receivable (Note 4)	859,348	1,618,954
Accrued interest	8,374	12,315
Inventory	35,132	35,132
Prepaid expenses	29,113	30,330
	6,386,805	4,507,506
Long term investments (Note 3)	-	1,500,000
Pension assets (Note 5)	-	452,908
Deferred contribution (Note 8)	-	84,539
Capital assets (Note 6)	5,840,335	6,084,333
	$ 12,227,140	$ 12,629,286
LIABILITIES AND CAPITAL		
Current liabilities		
Accounts payable	$ 706,138	$ 398,763
Accrued liabilities	458,118	340,550
Deferred revenue	134,956	21,930
	1,299,212	761,243
Severance pay benefits (Note 7)	358,833	339,829
Employee pension liability (Note 8)	-	546,368
	1,658,045	1,647,440
Capital (Note 9)	10,569,095	10,981,846
Commitments and contingencies (Note 10)		
Public sector compensation (Note 12)		
	$ 12,227,140	$ 12,629,286

See accompanying notes to financial statements.

Approved on behalf of the Special Operating Agency Advisory Board:

Chairperson

Fire Commissioner

OFFICE OF THE FIRE COMMISSIONER

An Agency of the Special Operating Agencies Financing Authority
Province of Manitoba
STATEMENT OF EARNINGS

Year ended March 31, 2001, with comparative figures for 2000

	2001	2000	Variance	Budget	Budget Variance
REVENUES					
Levy	$ 3,282,237	$ 3,129,984	$ 152,253	$ 3,220,812	$ 61,425
Permits and plan review	943,776	1,161,251	(217,475)	1,106,583	(162,807)
Tuition and contract revenue	940,882	787,669	153,213	732,000	208,882
Interest	234,182	215,250	18,932	192,213	41,969
Inspections	(7,090)	43,500	(50,590)	-	(7,090)
Emergency Services Conference	82,308	89,684	(7,376)	61,200	21,108
Book sales	6,041	2,392	3,649	2,040	4,001
Rent	1,690	3,440	(1,750)	4,284	(2,594)
Other revenue	43,456	64,378	(20,922)	12,036	31,420
Unspecified	-	-	-	150,000	(150,000)
	$ 5,527,482	$ 5,497,548	$ 29,934	$ 5,481,168	$ 46,314

See accompanying notes to financial statements.

OFFICE OF THE FIRE COMMISSIONER

An Agency of the Special Operating Agencies Financing Authority
Province of Manitoba
STATEMENT OF EARNINGS (continued)

Year ended March 31, 2001, with comparative figures for 2000

	2001	2000	Variance	Budget	Budget Variance
EXPENSES					
Salaries and benefits	$ 2,823,405	$ 2,664,954	$ 158,451	$ 2,822,698	$ (707)
Amortization (Note 6)	449,226	489,766	(40,540)	437,371	(11,855)
Vehicle	268,068	251,022	17,046	259,350	(8,718)
Travel	289,289	299,302	(10,013)	216,241	(73,048)
Repairs and maintenance	155,406	252,032	(96,626)	192,186	36,780
Phone	147,125	139,611	7,514	149,574	2,449
Mutual aid	124,428	124,593	(165)	141,660	17,232
Rent	166,218	155,714	10,504	118,774	(47,444)
Desk top management	211,920	169,196	42,724	125,968	(85,952)
Grant in lieu of taxes	110,676	92,750	17,926	109,904	(772)
Labour services	81,000	81,000		73,440	(7,560)
Supplies	225,849	227,009	(1,160)	158,222	(67,627)
Public education material	54,071	83,239	(29,168)	65,280	11,209
Marketing	49,930	30,685	19,245	35,700	(14,230)
Utilities	59,964	52,414	7,550	59,160	(804)
Insurance	61,653	56,877	4,776	46,989	(14,664)
Professional services	211,461	171,135	40,326	165,444	(46,017)
Postal and courier	44,175	41,003	3,172	31,008	(13,167)
Professional development	11,049	13,143	(2,094)	20,400	9,351
Land lease	10,000	10,000		10,000	-
Publications	13,237	24,576	(11,339)	24,900	11,663
Building Standards Board	1,312	-	1,312	510	(802)
SOA Board	654	391	263	612	(42)
Books	1,841	-	1,841		(1,841)
Grant	-	25,000	(25,000)		
Other	68,276	100,807	(32,531)	89,560	21,284
Unspecified	-	-		(150,000)	(150,000)
	5,640,233	5,556,219	84,014	5,204,951	(435,282)
Net earnings (loss) from operations	$ (112,751)	$ (58,671)	$ (54,080)	$ 276,217	$ (388,968)

See accompanying notes to financial statements.

OFFICE OF THE FIRE COMMISSIONER

An Agency of the Special Operating Agencies Financing Authority
Province of Manitoba
STATEMENT OF CAPITAL

Year ended March 31, 2001, with comparative figures for 2000

	2001	2000
Contributed capital	$ 11,279,317	$ 11,279,317
Retained earnings (deficit), beginning of year		
As originally stated	(297,471)	(238,800)
Revenue sharing (Note 11)	(300,000)	-
As restated	(597,471)	(238,800)
Net earnings (loss) from operations	(112,751)	(58,671)
Capital, end of year	$ 10,569,095	$ 10,981,846

See accompanying notes to financial statements.

OFFICE OF THE FIRE COMMISSIONER

An Agency of the Special Operating Agencies Financing Authority
Province of Manitoba
STATEMENT OF CASH FLOWS

Year ended March 31, 2001, with comparative figures for 2000

	2001	2000
Operating activities		
Net earnings (loss) for the year	$ (112,751)	$ (58,670)
Amortization, pension, and severance expense	647,680	658,568
Net change in non-cash working capital balances	1,302,730	(655,907)
Cash generated from operations	1,837,659	(56,009)
Investing activities		
Capital asset additions	(205,229)	(546,237)
Financing activities		
Funds transferred to pension	(188,367)	(103,201)
Revenue sharing (Note 11)	(300,000)	-
Net increase (decrease) in cash	1,144,063	(705,447)
Cash and investments, beginning of year	4,310,775	5,016,222
Cash and investments, end of year	$ 5,454,838	$ 4,310,775

See accompanying notes to financial statements.

Cash and investments are represented by		
Cash	$ 86,850	$ 30,745
Short term investments	5,367,988	2,780,030
Long term investments	-	1,500,000
	$ 5,454,838	$ 4,310,775

OFFICE OF THE FIRE COMMISSIONER

An Agency of the Special Operating Agencies Financing Authority
Province of Manitoba
NOTES TO FINANCIAL STATEMENTS

March 31, 2001

1. NATURE OF THE OFFICE OF THE FIRE COMMISSIONER

Effective April 1, 1996, the Office of the Fire Commissioner was designated as a Special Operating Agency (SOA) under The Special Operating Agencies Financing Authority Act, Cap. S185, C.C.S.M. and operates under a charter approved by the Lieutenant Governor in Council.

Effective April 1, 1996, a Transfer Agreement executed between the Government of Manitoba (Labour) and the Financing Authority, a corporation under The Special Operating Agencies Financing Authority (SOAFA) Act, transferred all assets in the Fires Prevention Fund valued at $11,809,083.11 to the Financing Authority.

A Management Agreement executed between the Financing Authority and the Government of Manitoba (Labour) assigned responsibility to the Office of the Fire Commissioner to manage and account for the related assets and operations on behalf of the Financing Authority. The Office itself does not hold title to any assets. Effective April 1, 1996, the Financing Authority established a fund account referred to as the Fires Prevention Fund to hold these assets.

The Office of the Fire Commissioner will continue to be part of the Department of Labour and ultimately under the policy direction of the Minister of Labour.

The Office of the Fire Commissioner will remain bound by relevant legislation and regulations. It will also remain bound by administrative policy except where specific exemptions have been provided for in its charter in order to meet business objectives.

The Office of the Fire Commissioner is economically dependent on the Province of Manitoba, as it derives most of its revenues from the Fires Prevention Levy.

2. SIGNIFICANT ACCOUNTING POLICIES

The financial statements have been prepared in accordance with generally accepted accounting principles and reflect the following policies:

a) Basis of accounting

The financial statements are presented in accordance with generally accepted accounting principles.

b) Accounting estimates and assumptions

The preparation of financial statements in accordance with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amount of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amount of revenues and expenses during the reported period. These estimates are reviewed periodically, and, as adjustments become necessary, they are reported in earnings in the period in which they become known.

2. SIGNIFICANT ACCOUNTING POLICIES (continued)

c) Inventory

Inventory is valued at cost.

d) Capital assets

Buildings, fire engines, other vehicles and air compressors transferred to the SOAFA from the Government of Manitoba on April 1, 1996 were valued at the lower of their amortized cost and estimated market value. All other assets transferred from the Government of Manitoba on April 1, 1996 were valued at their market value.

The Office provides for amortization of its capital assets on the following basis:

Buildings	40 years straight line
Practical training site	20 years straight line
Equipment	20 % declining balance
Fire engines	30 % declining balance
Other vehicles	30 % declining balance
Air compressors	20 % declining balance
Furniture	20 % declining balance
Computer equipment and software	5 years straight line

e) Revenue recognition

The Fires Prevention Act imposes a special assessment on licensed insurers equal to a set percentage of total property insurance premiums.

The Office of the Fire Commissioner collects this levy based on the value of premiums and assessments in respect to property insurance in a calendar year. Levy revenue with respect to the 2000 calendar year will be recognized as revenue in the fiscal year ending March 31, 2001. The levy rate is set at 1.25%.

All other revenue is recognized when earned.

3. INVESTMENTS

The Investments balance represent funds on deposit with the Department of Finance of the Province of Manitoba with maturities of less than one (1) year. Investments on deposit with maturities greater than one (1) year are classified as long term.

4. ACCOUNTS RECEIVABLE

Accounts receivable includes $559,386 due from the Province of Manitoba, which represents $248,072 in estimated unpaid vacation pay and overtime as at March 31, 1996, $281,714 representing the estimated liability for severance pay (see Note 7) as at April 1, 1998 and $29,600 as at March 31, 2000 representing severance plan amendment costs net of an actuarial valuation gain (see Note 7). There are no terms of repayment for this amount owed by the Province.

The accounts receivable balance is made up of the following

	2001	2000
Insurance Branch of Dept. of Consumer & Corporate Affairs	$ 280,022	$ 871,116
Province of Manitoba	559,386	649,386
Other	19,940	98,452
	$ 859,348	$ 1,618,954

5. PENSION ASSETS

As of March 31, 2001, the Province assumed responsibility for administering the SOA's pension liabilities (see Note 8).

6. CAPITAL ASSETS

	Opening Balance	Additions	Disposals	Closing Balance
Buildings	$ 4,042,998	$ -	$ -	$ 4,042,998
Training Site	1,767,290	119,896	-	1,887,187
Equipment	856,923	74,806	-	931,729
Fire engines	459,184	-	-	459,184
Other vehicles	200,601	3,531	-	204,132
Air compressors	178,534	-	-	178,534
Furniture	69,570	-	-	69,570
Computers	111,504	6,996	-	118,499
Total cost	$ 7,686,604	$ 205,229	$ -	$ 7,891,833

	Opening Amortization	Disposition	Current Accumulated Amortization	Accumulated Amortization
Building	$ 472,130	$ -	$ 119,132	$ 591,262
Training site	193,603	-	91,344	284,947
Equipment	406,251	-	105,491	511,742
Fire engines	229,258	-	69,059	298,317
Other vehicles	145,324	-	17,642	162,966
Air compressors	92,232	-	17,261	109,493
Furniture	39,511	-	6,012	45,523
Computers	23,961	-	23,287	47,248
Total amortization	$ 1,602,270	$ -	$ 449,228	$ 2,051,498
Net capital assets	$ 6,084,334			$ 5,840,335

7. SEVERANCE LIABILITY

Effective April 1, 1998, the Agency began recording accumulated severance pay benefits for its employees. The estimate of the liability was based on the method of calculation set by the Province.

The Province has accepted responsibility for the severance benefits accumulated by the Agency's employees to March 31, 1998. Accordingly, the opening severance pay liability balance as at April 1, 1998 calculated at $281,714 was completely offset by a receivable from the Province. There are no fixed terms for payment.
An actuarial valuation report of the Agency's severance as at March 31, 2000 was recently completed. The liability as at March 31, 2000 was restated to $339,829 and the receivable from the Province was restated to $311,314 as a result of the actuarial valuation. There was no effect on the severance benefit expense for the year ended March 31, 2000. The report provides a formula to update the liability on an annual basis. In accordance with the formula, the Agency's actuarial liability has been calculated to be $358,833 as at March 31, 2001.

8. EMPLOYEE PENSION LIABILITY

Employees of Office of the Fire Commissioner are eligible for pension benefits in accordance with the provisions of the Civil Service Superannuation Act. The Agency has recorded an obligation for the pension benefits earned by its employees from the date of designation as an SOA. The methodology for calculating the liability has been determined in conjunction with the Province of Manitoba, which accepts responsibility for pension liability for prior service, as well as for any variance resulting from the calculation.

The Agency deposited an amount equal to the employer's share of the pension liability in a separate investment account.

The Agency restated its pension liability as at March 31, 1999 to an indexed basis to be consistent with revised Provincial policy. An error in the original methodology also caused the previous calculation to be understated. The Province assumed responsibility for these liability changes. The resulting increase of $84,539 in pension obligation as at March 31, 1999 has been offset by recording a receivable entitled "Deferred Contributions - Province of Manitoba". The comparative figures have been restated to reflect the change. There was no effect on pension benefit expense for the year ended March 31, 2000.

An actuarial valuation report of the Agency's pension liability to its employees from the date of designation as an SOA was recently completed. The report calculated the pension liability as at March 31, 2000 and provided a formula to update the liability on an annual basis. In accordance with the formula, the Agency's actuarial liability has been calculated on an indexed basis to be $725,816 as at March 31, 2001 (2000 - $546,368).

As at March 31, 2001, the Province has assumed responsibility for administering the SOA's pension liabilities. Accordingly, the pension liability net of the deferred contribution to the Province was reclassified as accounts payable. The Agency will transfer funds equal to the net amount to the Province during the year ending March 31, 2002.

9. CONTRIBUTED CAPITAL

In consideration of the transfer of said assets effective April 1, 1996, the SOAFA shall:

a) Not incur or repay to the Government of Manitoba any debt relative to the assets as described in the balance sheet prepared as of March 31, 1996 and verified by the Department of Finance; and

b) Record the balance of $11,037,936 (being the balance of the net assets as described in the balance sheet prepared as of March 31, 1996 and verified by the Department of Finance) as Manitoba's equity in the Financing Authority as related to the Agency's operations.

Due to a change in accounting policy, capital assets are amortized over 40 years as opposed to 30 years. This has resulted in a revaluation of buildings as at April 1, 1996. The value of the buildings and contributed capital has increased $241,381 as at April 1, 1996 to $11,279,317.

10. COMMITMENTS AND CONTINGENCIES

The Office of the Fire Commissioner as tenant has entered into a Lease Agreement with the City of Brandon as Landlord for the land upon which the practical training facility has been constructed. The term of the Lease is five (5) years, commencing June 11, 1997 and expiring May 31, 2002, with four (4) five-year renewal options. Minimum annual rent is $10,000 due in equal monthly instalments, plus all operating costs with respect to the subject land.

The Office of the Fire Commissioner has entered into 26 vehicle lease agreements which give rise to commitments as follows:

	March 31
2002	$ 147,022
2003	117,028
2004	83,008
2005	19,229
	$ 366,287

At the end of each lease, the Office is obligated to pay any shortfall between the net proceeds on vehicle disposition and the agreed residual value.

The Office of the Fire Commissioner has been named in three litigations. A fire at the Three Bears Daycare center located in Pinefalls, Manitoba resulted in the death of a child in the care of the daycare. The Province of Manitoba is being sued by The United Church of Canada, owners of the church in which the daycare was located. The Office of the Fire Commissioner has also been named in an action by the Insurer of the St. Anne Hospital, in which a fire occurred as a result of inadequate clearance of an emergency generator exhaust pipe. Lastly, the Office of The Fire Commissioner has been named in an action by the owner and operator of a residential care facility in Newdale. The facilities license was revoked in response to a fire prevention inspection conducted by The Office of the Fire Commissioner. The outcome of these actions is indeterminable at this time, and no provision has been made for the contingent loss. The Office of the Fire Commissioner has liability insurance, with a $5,000 deductible, which would cover any adverse settlement should this be the case.

11. REVENUE SHARING

The Office of the Fire Commissioner provided to the Province of Manitoba $300,000 under a revenue-sharing formula approved by the Advisory Board of Office of the Fire Commissioner.

12. PUBLIC SECTOR COMPENSATION

Pursuant to disclosure required by The Public Sector Compensation Disclosure Act, no remuneration was paid to the Advisory Board members. During the fiscal year ended March 31, 2001, the following employees received compensation of wages and taxable benefits of $50,000 or more:

Name	Position	2001	2000
R.A. Negrich	Emergency Services Officer	$ -	$ 51,090
D.M. Popowich	Fire Commissioner	78,663	82,766
C.R. Sanderson	Deputy Fire Commissioner	67,799	64,734
K.J. Nero	Comptroller	63,495	65,325
R.D. Gillis	Fire Investigator	62,139	67,864
D.B. Monkman	Fire Investigator	61,763	64,984
G. Kurdydyk	Fire Investigator	61,524	52,090
Ken Swan	Fire Investigator	60,152	62,433
C. Hogarth	Fire Investigator	60,059	53,364
B.D. Bryan	Medical Services Officer	57,618	51,491
A.J. Campbell	Manager, Codes & Standards	56,730	53,265
M.C. Bedford	Emergency Services Officer	55,289	53,597
L. Treloar	Fire & Building Standards Officer	52,374	-
J.P. Lebel	Manager, Emergency Services	52,137	-
D.R. Beachman	Fire & Building Standards Officer	52,026	51,491
R. Pearson	Emergency Services Officer	51,275	-
T.J. Jennings	Fire & Building Standards Officer	51,230	-
R. Harvey	Emergency Services Officer	51,113	-
B.D. Popko	Manager, MESC	50,888	-
K.D. Hykawy	Fire & Building Standards Officer	50,752	-
K. Carmichael	Emergency Services Officer	50,731	56,359
B.J. Metruk	Fire & Building Standards Officer	50,559	-
R.C. Denslow	Emergency Services Officer	50,520	51,013
S. Hall	Fire & Building Standards Officer	50,040	-

13. PRIOR YEAR'S FIGURES

Certain prior year's figures have been reclassified to the current year's presentation.